

EMPLOYMENT CASES			
Year Case Closed	Protected Category Issue (if known)	Type of Respondent	Terms of Agreement
2001	National origin	State agency	1) Respondent agreed to pay charging party \$60,000 (\$4,263 lost wages and balance alleged personal injury)
2003	Sex (harassment)/retaliation	State agency	1) Respondent agreed to pay charging party \$56,000
	Sex (harassment)/retaliation	State agency	1) Charging party agreed to resign from his position and not seek future employment with the State of Vermont 2) Charging party agreed to dismiss other actions against the agency 3) Respondent adjusted the charging party's credible service so he could resign with 25 yrs of State service 4) Respondent paid charging party \$24,500
2004	Sex (harassment)	State agency	1) Charging party agreed to withdraw all other claims against respondent 2) Charging party agreed to never apply to work for the respondent in the future 3) Respondent paid charging party \$2,000
2005	Disability (reasonable accommodation)	State agency	1) Respondent employees agreed to participate in ADA training

	Race/color/sex	State agency	<p>1) Charging party agreed to resign from her position and to never apply for work with the respondent or executive branch of Vermont State government</p> <p>2) Charging party agreed to withdraw all other cases against the respondent</p> <p>3) Respondent paid charging party \$65,000</p> <p>4) Respondent will provide a factual letter of reference for prospective employers</p> <p>5) Respondent agreed to remove all references to the HRC charge and investigation of discrimination from the charging party's personnel file</p>
2006	Sex	State agency	<p>1) Respondents paid the charging party \$135,000</p> <p>2) Respondents provided a letter of reference to the charging party and she was free to seek other employment within State government</p>
2007	Sex/Retaliation	State agency	<p>1) Charging party agreed to resign from her position at the respondent agency</p> <p>2) Charging party agreed to withdraw all claims against the respondent</p> <p>3) Respondent paid charging party \$10,000</p> <p>4) Respondent paid charging party for accrued leave</p>

	Sex	State agency	<p>1) Respondent agreed to provide resources for an outside facilitator to come into the office to address various work environment issues</p> <p>2) Management agreed to participate in the process mentioned above</p>
2008	Sex & National origin	State agency	<p>1) Respondent will review its course of instruction to assure that males & females understand that harassment by either sex or discrimination based on place of one's birth is illegal</p>
2009	Retaliation	State agency	<p>1) Respondent will provide the charging party with a special liaison re: problems with his supervisor</p> <p>2) Respondent will provide the charging party an opportunity to complete training needed for a promotion</p> <p>3) Respondent will consider the charging party for opportunities to serve as an Acting Supervisor</p> <p>4) Respondent will pay the charging party</p>
	Sexual Harassment & Retaliation	State Agency	<p>1) Charging party agreed to resign from her position at the respondent agency</p> <p>2) Charging party agreed to withdraw all claims against the respondent</p> <p>3) Respondent paid charging party \$35,000</p> <p>4) Respondent paid charging party for accrued leave</p>

2010	Perceived Disability	State agency	1) Agency will apply correct standard to employees when doing medical assessments 2) Contracted medical personnel will receive education regarding standards that apply 3) The State organization will communicate to the national entity its concerns about inconsistencies in the medical standard being used
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